taken into consideration and retrospective effect may be given. I suggested like that. Whatever be the amount of service, retrospective effect should be given and put on the service.

**President.**—And counted for purposes of pension. Better say that you have an amendment to the resolution.

**Dr. A. R. Menon.**—I just wanted to convey the idea. The main purpose of this meeting, I consider, is to convey our ideas to the Government for their consideration. So what I want to say is that their service may be taken into consideration—they may get this service recorded for purposes of pension.

## Section Superintendents.

**Mr. C. J. Mathew.**—I beg to move that "*This Council recommends to the Government that Section Superintendents, who have, in addition to their academical qualifications, some technical qualifications also, may be given at least the same privileges of the clerks of the lowest grade in the matter of time-scale pay and pension*".

According to the Committee's recommendations there are two grades, 25 to 40 and 40 to 60. Now the clerks start with 25 to 40 and after having put in a number of years' service automatically rise to the grade of 40 to 60. This is not provided for the Section Superintendents. My point is these gentlemen also ought to get the privilege of rising to the grade of 40 to 60 after putting in 20 years' service, so that Section Superintendents may get a pension of Rs. 30 as the clerks when they retire from service.

**Mr. A. Eachara Menon.**—I beg to second it.

**President.**—The question before the House is "*that the Section Superintendents may be given at least the same privileges of the clerks of the lowest grade in the matter of time-scale pay and pension*".

*Question put and agreed to.*

## Clerks of the lowest grade.

**Mr. C. J. Mathew.**—I beg to move that "*this Council recommends to the Government that, in the case of the clerks of the lowest grade, the maximum pay of the grade may at once be given to all those old men who have already put in 25 years' service, and that the present incumbents be allowed to benefit retrospectively of the proposed incremental scales of pay at the rate of one increment for every three years' service, provided when they reach their 25th year of service they also be given the maximum of the grade and all these to be done without affecting prejudicially the seniority of service—that is to say, no senior (according to the existing arrangements) is made at any time hereinafter to get less pay than his immediate junior*". This motion standing in my

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name has been slightly altered as suggested by my Party and now reads it: "*this Council recommends to the Government that in the case of Government servants drawing Rs. 60 and below and who have put in 25 years' service may be given the maximum pay of their grade from 1st Chingam 1104*". The object is plain. There are now a lot of people with white beards in the Government service and who are to retire within the next three years. If their case is not specially considered they would have to go without being able to enjoy any real benefit out of this scheme of reorganisation. Some of them would have to retire on a pension of Rs. 10 and Rs. 15. That is a very sad state of affairs. Neither the Committee nor the Heads of Departments seemed much to care about the case of these poor souls. They therefore, ought to come in for our serious and sympathetic consideration.

**Mr. P. Kumaran Ezhuthassan.**—I beg to second the resolution.

**Dr. A. R. Menon.**—I rise to oppose that motion. When we considered this question, we came to the conclusion that such generosity is misplaced, and that the State funds did not permit of the introduction of grotesque ideas of generosity. In the Special Finance Committee, though all the members of the Committee were anxious that all clerks might get that pay, must be adequately paid it was found that, unless a modified time-scale is introduced, it will be out of question for the State to meet the expenditure. What we did was we introduced a novel feature, that is, to give retrospective effect to the clerks who have already served for more than 15 and 20 years. The suggestion proposed was that every 5 years' service should be considered as one year's service entitling him to one year's increment. In other words, if a person has put in 20 years' service he is entitled to 4 increments, and suppose the increment per year is one rupee, in that case he will get four rupees. That is why we introduced this reform. This is the only thing we could do for those who have already served. It is mainly intended for those who are in the service and who come after. We cannot go out of our way and say because we have introduced a time-scale now all those who have been in the service during the last 25 years must be given increments based on the principle that the cost of living has increased and everything has increased. Therefore, we proposed to place them on an equal footing with those who have served for 15 or 20 years on the basis that the cost of living has increased. It is on this principle that certain increments are proposed. Of course we do not say the increment is sufficient. We would have liked to make further increments. But, unfortunately, there is no scope,

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and I honestly believe, that we have tried our best to meet all the legitimate grievances, and I am assured by the clerks that they are satisfied, and that the Finance Committee has done very handsomely in their case. And it is at their request that I undertook this business. For these reasons I do not wish to give my support, and I beg to oppose this motion.

**Mr. K. P. Kannan Nayar.**—One word by way of information. I really cannot understand the difference between the motion that is proposed and the motion that is opposed. Now I think the mover meant that, supposing a clerk is now drawing Rs. 25, there is the 25—40, that is, the last grade. Supposing the clerks has been working for the last 25 years on Rs. 25. Does the mover mean that, after the 25th year, he must retire on that Rs. 40 grade ?

**Mr. C. J. Mathew.**—It is Rs. 60 and not Rs. 40.

**Mr. K. P. Kannan Nayar.**—For a clerk who was getting Rs. 25, and if he had been in that grade for 25 years, then he must get Rs. 40. Then he must be entitled to pension on that pay.

**Mr. C. J. Mathew.**—But there are no such grades now. Now the grade is Rs. 25—60. My resolution affects not all clerks, but only those on Rs. 60 and below Rs. 60 grade, and who have put in 25 years. They may be given the maximum from the 1st of Chingam.

**Dr. A. R. Menon.**—Suppose a man is getting Rs. 25 now and he has put in a service of 25 years, he must be given Rs. 9 increment and thus he will get Rs. 34.

**President.**—So instead of Rs. 40 you say that he must he given Rs. 34 only ? Is that your point of opposition ?

**Mr. C. J. Mathew.**—I appeal to the good sense of the House I plead for mercy on behalf of our old retiring men. They have got large families to look after and Rs. 10 or 15 by way of pension would mean starvation. There is no undue generosity in this. I ask you to consider the case of these poor souls with pity.

**Dr. A. R. Menon.**—Every three years might be considered as one year and then increment may be given. Therefore, 24 years may be considered as 8 years.

**President.**—One who had put in twenty-five years service might be given the maximum pay, is it not ?

So, the question before the House is "*that this Council recommends to the Government that in the case of Government servants drawing Rs. 60 and below and who have put in 25 years' service already they may be given the maximum pay of their grade from first Chingam 1104.*"

*Question put and agreed to.*

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